

HIGHLIGHTS OF APP COMMENTARY FOR FY80

NOTE: The changeover to the new SIS is not reflected in the FY 80 APP. The APP for FY 81 will reflect the changeover to SIS and will also be in a revised format which should be much easier for components to fill out and which will reduce the likelihood of error. Some of the data will be preprinted.

1. Concerns of the DDCI re: Career Service Goals FY 1979

The DDCI in his letter of transmittal for the FY 79 APP, 21 Dec 78, asked that special attention be given to three areas related to minority employment and promotion.

a. Increase the goals for on-duty strength of Women and Minority professionals.

Discussion: The FY 79 Agency-wide goals for increasing the on-duty strength of Women and Minority professionals was exceeded in the categories of Women professionals and Asian American professionals. It was not met in the categories of Blacks and Hispanics. In every category, however, the goals set for FY 80 exceed both the FY 79 goals and the FY 79 achievements.

b. In the Hispanic and Asian American groups, where individual rates are low, give special attention to ensure equitable promotion opportunities.

Discussion: The FY 79 goals for ensuring equitable promotion opportunities (in all grades combined) for Women and Asian Americans were exceeded. The goals were not met for Blacks and Hispanics. In every category, however, the FY 80 goals have been set higher than both the FY 79 goals and the FY 79 achievements.

c. Review, in particular, the promotion rates for Women and Minority personnel in grades 12 and above, in the hope that subsequent evaluation of the FY 79 APP will show achievements in excess of goals for these areas.

Discussion: The FY 79 goals for Women and Minority professionals (too small a number in the technical category for significant comment) in grades 12 and higher combined were exceeded in the categories of Women, Blacks and Asian Americans. The goal was not met in the category of Hispanics. With the exception of Hispanics, goals for promotion to GS-12 and up combined have been set at a higher level for FY 80 than for FY 79. However, in all categories promotions to GS-12 and up have occurred at a percent rate in FY 79 which is proportionately higher than the Agency population represented by these groups, and the goals set for FY 80 appear to continue this emphasis.

d. Below is a chart which presents the data relevant to the Women and Minority issues discussed above.

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c. Rotations

1. Inter-Career Service Rotations: There was an increase (to 4.43%, more than double the projection) in Agency Professionals listed as being on rotational assignments outside their Career Service in FY 79. This compares with 2.89% of such assignments for FY 78. The projection for inter-career service rotational assignments for FY 80 is 3.39%.

2. IntraCareer Service Rotational Assignments: Over six percent of Agency Professionals were listed as being on intra-career service rotations in FY 79, compared with 3.96% for FY 78. The projection for FY 80 is 4.74%.

3. In either type of rotational assignment, it is unclear from the statistics as to the amount of emphasis placed on both intra- and inter-Career Service rotations as part of the Agency PDP.

d. Separations (Retirements & Resignations)

The total personnel losses to the Agency for FY 79 were 52% greater than projected. Accordingly, the projection of losses for FY 80 has been increased. The greatest disparity among projected losses was in Clericals (55.67%), followed by Professionals (51.39%) and Technicals (31.25%).

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In FY 79 [] professional employees retired, which were [] more than projected and [] more than retired in 78. CIARDS retirees accounted for 311 or 65% of the number. The largest number of retirees was at the GS14 level [] closely followed by GS-15 []

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Resignations of professionals totaled [] and exceeded estimates by [] It also exceeded the '78 figure by [] The actual figure for all professional losses [] exceeded the estimate by [] All Career Services exceeded their estimated losses: E and M by more than 100%. STAT
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e. Conversions

Both Clerical and Technical conversions to Professional status were more than double the projections, and actual conversions have increased during each of the past 3 fiscal years.

f. Career Service Movement

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The gains to Career Services by internal transfers of employees were comparable to previous years. These transfers amounted to a little over [] both in FY 79 and FY 78. The projection for such gains in FY 80 is only slightly under that figure.

g. PRAs

In FY 79 the number of PRAs rose from [] As a percentage of ODS an increase occurred from 5.2% to 5.8%. One grade PRAs increased from [] and 2 grade PRAs gained from []

GS-17 has the highest percentage of PRAs (22.58%) followed by GS-16 at 12.92%. GS-18 showed a reduction from 11.9 to 7.02. Lowest number of PRAs are at the GS-11 level (2.06%).

h. Counseling Cases

Those individuals ranked in the lowest 3% due to poor performance declined from [] in 79. There was a marked reduction in those cases in which no action was taken from []

It would appear that the majority of those who no longer appear as counseling cases were rehabilitated thru counseling and/or reassignment [], since none were reduced in grade and [] were given remedial training.

i. FR Ratings

Overall ratings are essentially unchanged from FY 75 thru FY 79, i.e., 3.90 to 3.94. Ratings are higher for higher graded employees. The range of FR ratings goes from 3.23 for GS-3 to 4.72 for GS-18. The range in FY 75 was 3.3 to 4.6. 82.87% of latest reported FR ratings are either S or O. (Since there are virtually no changes and in view of our new PAR system, recommend that either we not have an analysis at all or only a very short one.)